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JOINT LABOR-
MANAGEMENT COMMITTEE
FOR MUNICIPAL
POLICE AND FIRE
JOHN W. HANSON
CHAIR

**JOINT LABOR MANAGEMENT COMMITTEE
FOR MUNICIPAL POLICE AND FIRE**

MEETING MINUTES FOR SEPTEMBER 22, 2022

DATE: September 22, 2022

TIME: 11:00 a.m. - Full Committee Meeting

LOCATION: Pursuant to "Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, s. 20" issued by Governor Baker dated March 12, 2020, this meeting was made publicly accessible and was conducted via Webex teleconference. Persons wishing to participate in or gain public access to this meeting could do so by making use of WebEx meeting software at <https://webex.com/downloads.html>

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Committee Members Present: Chairman Hanson; Management: Mazzarella; Fire: M. Reddy.

Alternates Present: Fire: Cross, Keene, Young; Police: Pedrini, Bartolomei, Gibney.
Management: Frederickson, Mazzucco.

Staff Present: Cummings, Driscoll, Hubley, Morgado.

Others Present: Dave Koffman (MMA).

OPEN SESSION

Chairman Hanson called the meeting to order at 11:10 A.M.

The Chair made some general opening comments and greetings and advised that the meeting was being recorded. The Chair called the roll of those present.

○ ***Administrative updates:***

Vote to accept the full Committee meeting minutes from September 8, 2022.

Motion by M.Reddy, seconded by Bartolomei: to accept the minutes from the Committee meeting on September 8, 2022, as presented.

The Motion passed unanimously.

○ ***Chairman's Report:***

Chairman Hanson opened a discussion about the pros and cons of in-person mediation sessions. The discussion proceeded substantially as follows. Mr. Hanson reported that staff would continue to conduct investigations virtually but would conduct mediations face to face if all parties agree. Matt Reddy indicated that he believes that we can get more done face to face and that he prefers everything to be done in person after the investigation stage. Mr. Hanson stated that he is not sure it makes much difference and his inclination is to keep things the way they are. Mr. Hanson cited the prospect of scheduling issues with the Committee's large caseload if we return to in-person for all mediation events and further cited the travel required for committee members. Jim Bartolomei stated that he agrees with Matt Reddy and believes that everyone should be in the same building for mediation. Dave Keene stated his preference for in-person meetings and thought meetings should be in-person if one party requested an in-person meeting. Don Cummings discussed the caseload and staff schedules and noted that staff is part-time but is now working more than part time to handle the cases. Mr. Cummings further noted that, with virtual meetings, we are able to do two case events in one day in different municipalities; something that would not be possible if we were in-person. As an example, Mr. Cummings noted that he and George Driscoll were doing a mediation with Springfield that afternoon following the Committee meeting and that wouldn't be possible if they had to drive to Springfield. Dean Mazarella noted that nothing stops us from doing in person meetings but also noted that there are time considerations. George Driscoll noted that there are valid reasons why a party might not want to do in-person meetings. He said that there is still a lot of COVID around and that his exposure to COVID earlier in the week might have interfered with his ability to mediate the Springfield case that afternoon if he were required to do it in-person. Members generally resolved to keep discussing the matter at future meetings.

○ ***Review and Act on the following Petition, Jurisdiction and Awaiting Funding List (AFL) Cases:***

1. JLM-22-9289	Woburn Police	DC, GD	Tentative Agreement
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Mr. Cummings briefed the Committee and reported a tentative agreement but the agreement has not yet been ratified.

2. JLM-22-9391 Northampton Fire JOEH, DJM Vote on Jurisdiction

Mr. Morgado briefed the Committee

Motion by M.Reddy, seconded by Mazzarella: to take jurisdiction in the case of the Northampton Firefighters Local 108 IAFF and the City of Northampton, JLM-22-9391.

The Motion passed unanimously.

Motion by M.Reddy, seconded by Mazzarella: to assign the following Committee members to the case of the Northampton Firefighters Local 108 IAFF and the City of Northampton, JLM-22-9391: Young/Keene for Fire and Dean Mazzarella for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.

The Motion passed unanimously.

3. JLM-22-9426 Belmont Fire JOEH, GD Vote on Jurisdiction

Mr. Hubley briefed the Committee.

Motion by M. Reddy, seconded by Mazzarella: to take jurisdiction in the case of the Belmont Fire Fighters' Union, Local 1637 IAFF and the Town of Belmont, JLM-22-9246.

The Motion passed unanimously.

Motion by M. Reddy, seconded by Mazzarella: to assign the following Committee members to the case of the Belmont Fire Fighters' Union, Local 1637 IAFF and the Town of Belmont, JLM-22-9246 M. Reddy for Fire and Kathleen Johnson for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.

The Motion passed unanimously.

4. JLM-22-9419 Agawam Fire JOEH, GD Vote on Jurisdiction

Mr. Driscoll briefed the Committee.

Motion by M.Reddy, seconded by Mazzarella: to take jurisdiction in the case of the Agawam Firefighters Union, Local 1973, IAFF and the Town of Agawam, JLM-22-9419.

The Motion passed unanimously.

Motion by M. Reddy, seconded by Mazzarella: to assign the following Committee members to the case of the Agawam Firefighters Union, Local 1973, IAFF and the Town of Agawam, JLM-22-9419: Cross for Fire and Edward Gibson for Management or substitutes as so designated and approved by the Fire and Management Chairs respectively.

The Motion passed unanimously.

5. JLM-21-8839 West Springfield Police DC,GD Tentative Agreement

Mr. Cummings briefed the Committee and reported a tentative agreement but the agreement has not yet been ratified. No action required

6. JLM-22-9171 Westfield Police DC, GD Vote to 3(a) Hearing

Mr. Cummings briefed the Committee.

Motion by Pedrini, seconded by Mazzarella: to find that in the matter of the Westfield Police Officers Coalition and the City of Westfield, JLM-22-9171, the issues have remained unresolved for an unreasonable period of time resulting in the apparent exhaustion of the process of collective bargaining, and that the Committee vote to hold a hearing pursuant to Section 1, subsection 3(a), as set forth in Chapter 589 of the Acts of 1987, with the panel members consisting of Alan Andrews (Labor) and Edward Gibson (Management), or other Committee members and/or senior staff that may be substituted as necessary by the respective Labor and/or Management Chairs pursuant to the rules, policies, and procedures of the Committee, and any other applicable provisions of law, with said panel to be chaired by John Hanson.

The Motion passed unanimously.

- ***Vote to accept the following minutes of hearings held pursuant to Section 1, subsection (3)(a) of Chapter 589 of the Acts of 1987 (Provided quorum of panel members are present)***

Case No.	Organization	Date(s)	Panel Members
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None for this meeting's agenda.

- **Other Business**

Fire Chair Matt Reddy announced the designation of Rob Green of the Lexington Fire Department as an Alternate Fire Member of the Committee.

Management Chair Dean Mazzarella designated Gerry Hayes as a substitute committee member in place of Frank Frederickson on the arbitration panel for the Westport Police case.

- **Adjournment**

Motion by M.Reddy, seconded by Mazzarella: to adjourn the meeting.

The Motion passed unanimously.

Chairman Hanson adjourned the meeting at 11:46 AM.

Minutes drafted by George Driscoll.

Minutes accepted by the Committee on October 13, 2022